

# DMCPS Strategic Planning

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Disa Patel Research Analyst Senior

Sarah Schmetzer, Analytic and Improvement Coordinator

Division of Management Services



Wisconsin Department of Children and Families

# Strategic Planning Helps us Grow

We are good – and can always be better

Every decision we make impacts family  
and child's experience in the CPS  
system

Supporting and uplifting our workforce  
is critical to providing positive outcomes  
for children and families



Our Mission, Vision, and Core Values



Inspire our Goals



Which are achieved through Strategies



That produce our Outcomes



# DCF Strategic Planning Process



## Prepare

Outlines what you need to begin the strategic planning process. Identifies the responsibilities you have from gathering the tools to identifying the team and support needed to accomplish this task.



## Assess

Refines the mission and core values, identifies the vision, collects relevant data from a variety of sources, and assesses all factors that should influence the strategic plan.



## Strategize

Constructs the skeleton of the strategic plan, including the identification of goals, outcomes, and strategies that will lead to the development of your objectives.



## Manage

Implements and actively manages the strategic plan, consistent with our performance management framework



## Align

Executes the communication plan, cascades the outcomes down to lower levels, and aligns plans from across the organization.



## Define

Refines how you will implement the plan by measuring progress toward your goals. Defines objectives and develops metrics; sets targets for those metrics and choose which metrics will become KPIs.

